



**Stationary Engineers Local 39
 Bargaining Summary**

Issue	MOU Section	Summary
Wages	III.A.	July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025, at close of business: 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026, at close of business: 2% January 2, 2027: 2% June 30, 2027, at close of business: 2.5%
Duration	VI.E.	Duration of Successor MOU is for the term July 1, 2024 – June 30, 2027
Representatives and Stewards	I.F.	Union to update steward lists annually and amend the list as needed.
Grievance Procedure	I.G.	Union shall make best efforts to submit grievance documents from earlier steps. ERD Director to respond to Step 3 grievances within 15 days if a meeting is held.
Equity	III.A.	Adding 0.25% equity increase for all represented employees.
Cable Maintenance	III.D.	Increasing premium from \$1.75 to \$2.00
Part Time Legal Holiday	III.H.	Allow in lieu holidays to be taken in this fiscal year or the next fiscal year.
Floating Holiday	III.H.	Requests for floating holidays shall not be unreasonably denied.
Work Clothing	V.C.	Adding voucher as an option for providing yearly work clothing allowance.
Safety Shoes	V.D.	Increasing amount from \$250 to \$275.

<i>italics</i> = moved existing language	<u>bold, double underline</u> = new language
struck out, italics = existing language prior section	struck out = removed language



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Stationary Engineers, Local 39

Issue	MOU Section	Summary
Shift Bid WEE Operations Maintenance	SL AS-4	Allows SFPUC to reassign employees to a plant outside of their bid location for unplanned absences by first seeking volunteers and then assigning based on reverse seniority.

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